

**Breaking the Norms:
Measuring the Impact of New Policies**

by

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DATA DICTIONARY – FLEXIBLE POLICIES, IOWA STATE UNIVERSITY

Data	Description	Where Available	Record Level Data or Aggregate in
Faculty Demographics	Rank, Tenure-status, Department, College, Citizenship, Gender	Institutional Research	Record Level Data
Faculty Salary	Includes start-up salary (available from 2003) and annual salary for each year employed (available from 1991-present)	Exec. VP & Provost Office, Institutional Research	Record Level Data
Insurance type	Number of individual, individual & spouse, and individual & family insurance policies by College and Gender	Human Resources	Aggregate
Job Vacancies	Number of FTE faculty job vacancies advertised by College	Human Resources	Aggregate
Job Advertising	Locations where vacancy advertisements were run by College (e.g., Chronicle, Des Moines Register)	Human Resources	Aggregate
Number of Applicants per Search	Number of applicants per search by College	Human Resources	Aggregate
Number of Committee Members	Average number of search committee members by College	Human Resources	Aggregate
Number of On-Campus Applicants	Number of applicants interviewed on campus per search by College	Human Resources	Aggregate
Hires by Rank	Number of hires by rank (Asst, Assoc, Full Professor) by College	Human Resources	Aggregate
Length of Search Process	Average length of search from application to hire, approval, to hire date	Human Resources	Aggregate
Time Lag from Hire to Start	Average length of time from hire date to start date	Human Resources	Aggregate
Cost of each search	Administrative costs for each faculty search by College	Department, college	Aggregate
Partner accommodation efforts (Provost)	Attempted and successful packages for dual-career hiring or retention	Exec. VP & Provost Office	Record Level Data
Partner accommodation efforts (Department)	Attempted and successful packages for dual-career hiring or retention	Department, college	Record Level Data
Start of employment	Month/Year in which most current, consecutive faculty rank appointment began	Institutional Research	Record Level Data
Faculty start-up costs	Amount made available to new faculty at hire. Computers & other peripherals, Lab space & equipment, Graduate assistant support, Summer support, Research support, Other. (Available from 2003-present)	Exec. VP & Provost Office	Record Level Data
Administrative status	Administrative roles played by faculty pre-tenure	Institutional Research	Record Level Data
Courses taught	Number of courses taught and co-taught	Institutional Research	Record Level Data
Interviewing Costs	Average airfare to Ames, ground transportation costs, average hotel costs, per diem costs	Purchasing Office	Aggregate
Extension of tenure clock	Dates of request, amount of time granted, reason for extension	Exec. VP & Provost Office	Record Level Data
Use of part-time appointment	Faculty who reduce their with FTE < than 1.0 during the tenure-track to provide time for a demanding life situation, reason for PT status	Institutional Research	Record Level Data
Cost of hiring part-time lecturers by College and Gender	Price tag for hiring people to cover any classes no longer taught by faculty on PT assignment	Department, Exec. VP & Provost	Aggregate
Start and end dates for part-time, leave without pay, sick leave, tenure clock stops	Duration for period of leave time taken	Department	Record Level Data
Date of promotion and tenure reviews	Year when Promotion and Tenure (P&T) decision occurs	Exec. VP & Provost Office	Record Level Data
End of faculty appointment	Termination of employment date	Institutional Research	Record Level Data
Reason for termination	Reason code representing common reasons for termination	Institutional Research	Record Level Data

**ISU MONETARY COST ANALYSIS OF ISU TENURE CLOCK EXTENTION POLICY
Summary**

College Category	Search Committee Costs Sub-Total ¹	On-Campus Interview Costs Sub-Total ²	Advertising & Covered Classes Costs ³	Average Asst. Professor Start-Up Costs FY2003-FY2006 Sub-Total ⁴	Average Cost to Hire One New 9-mo. Asst. Professor (Tenure-Eligible)	Average Cost to Retain One 9-mo. Asst Prof from FY2006-FY2007 Sub-Total ⁵	Estimated Staff Cost (Cental) to Administer Flexible Policies ⁶	Total Cost to Maintain Faculty with Flexible Policies	Dollars Saved with Flex Policy Retention vs. Hiring New ⁷
A	\$6,872	\$2,711	\$53,084	\$310,621	\$373,288	\$65,946	\$625	\$66,571	\$306,717
B	\$8,065	\$4,788	\$59,978	\$310,472	\$383,304	\$78,516	\$625	\$79,141	\$304,162
C	\$5,727	\$2,029	\$39,765	\$93,225	\$140,746	\$57,559	\$625	\$58,184	\$82,562
D	\$5,021	\$3,392	\$32,784	\$64,351	\$105,548	\$50,471	\$625	\$51,096	\$54,453
average	\$6,470	\$3,072	\$48,352	\$167,222	\$111,432	\$66,220	\$625	\$28,332	\$83,099

1. See Table 1

2. See Table 2

3. See Table 3

4. See Table 4

5. See Table 5

6. See Table 6

7. Does not include salary savings for vacant positions but dollars were calculated and appear in Table 7.

Table 1: Search Committee Costs of Hiring One Tenure-Eligible Assistant Professor

	Number of Committee Members	Average of All Faculty 9-Month Salary Equivalent FY 2006	Length of Search in Days	Average Search Committee Hours Spent per Week	Hours Spent on Search (average of all Colleges)	Average faculty hours worked per week	Committee Member Percent of Year Opportunity Cost	Committee Member Opportunity Cost	Committee Costs Sub-Total
A	5	\$84,651	199	2	48.97	58.00	1.624%	\$1,374	\$6,872
B	5	\$99,343	195	2	48.97	58.00	1.624%	\$1,613	\$8,065
C	5	\$70,546	131	2	48.97	58.00	1.624%	\$1,145	\$5,727
D	5	\$61,848	180	2	48.97	58.00	1.624%	\$1,004	\$5,021
average	5	\$79,697	171.4				1.624%	\$1,294	\$6,470

BOLD = Estimate

Table 2: Interview Costs of Hiring One Tenure-Eligible Assistant Professor

	Average Number of On-Campus External Candidates Interviewed Per Search	Average Domestic Airfare FY2006	DSM Airport to Ames Ground Travel Cost	Average Ames Hotel Cost Per Night FY2006	Food, Per Diem Estimate FY2006	Number of Days on Campus	On-Campus Interview Costs Sub-Total
A	3.38	\$436	\$38	\$89	\$75	2	\$2,711
B	5.97	\$436	\$38	\$89	\$75	2	\$4,788
C	2.53	\$436	\$38	\$89	\$75	2	\$2,029
D	4.23	\$436	\$38	\$89	\$75	2	\$3,392
average	3.831						\$3,072

Table 3: Advertising & Covered Classes Costs of Hiring One Tenure-Eligible Assistant Professor

	Average Advertising Costs Per Search (See list below)	Average FTE Lecturer Salary FY 2006	Advertising & Covered Class Costs
A	\$1,084	\$52,000	\$53,084
B	\$1,144	\$58,834	\$59,978
C	\$967	\$38,798	\$39,765
D	\$454	\$32,330	\$32,784
average	\$751	\$47,517	\$48,352

Table 4: Summary of Start-up Costs to Hire One Tenure-Eligible Assistant Professor

	Average Asst. Professor Starting Salary FY2003-FY2006	Average Asst. Professor Start-Up Costs, Non-Salary FY2003-FY 2006	Average Asst. Professor Start-Up Costs FY2003-FY2006Sub-Total	Start-up costs include the following: Starting salary Computer / peripherals Lab space /equipment Graduate assistants Summer support Moving expenses Research support Other
A	\$63,857	\$246,764	\$310,621	
B	\$71,745	\$238,727	\$310,472	
C	\$53,793	\$39,432	\$93,225	
D	\$46,433	\$17,918	\$64,351	
average	\$63,357	\$115,406	\$167,222	

Table 5: Cost of Maintaining One Tenure-Eligible Assistant Professor

	Average Asst. Faculty 9-Month Salary FY2006	Average Annual Percent Salary Increase	Average Annual Salary Increase in Dollars	Maintenance Costs Sub-Total
A	\$63,951	3.12%	\$1,995	\$65,946
B	\$75,883	3.47%	\$2,633	\$78,516
C	\$56,046	2.70%	\$1,513	\$57,559
D	\$48,991	3.02%	\$1,480	\$50,471
average	\$64,093	3.26%	\$2,127	\$66,220

Table 6: Flexible Faculty Career Program Administrative Costs

College Category	Number of Administrative Staff (FTE Equivalent) Central	Administrative Salary Costs	Hours Spent per Week Processing Requests	Average Administrative Hours Worked per Week	Administrator Annual Percentage Cost	Administrative Staff (Central) Cost Per Faculty
A	1	\$50,000	0.50	40.00	1.25%	\$625
B	1	\$50,000	0.50	40.00	1.25%	\$625
C	1	\$50,000	0.50	40.00	1.25%	\$625
D	1	\$50,000	0.50	40.00	1.25%	\$625
average	1	\$50,000	0.50	40.00	1.25%	\$625

BOLD = Estimate

Table 7: Position Vacancy Salary Savings

College Category	Length of Search in Days	Time from Hire to Start in Days	Average Percentage of Year Position Vacant	Average Asst. Faculty 9-Month Salary FY2006	Average Salary Savings per Vacancy
A	199	105	0.83	\$63,951	\$53,263
B	195	113	0.84	\$75,883	\$64,033
C	131	117	0.68	\$56,046	\$38,081
D	180	171	0.96	\$48,991	\$47,112
average	171.4	127.8	0.82	\$64,093	\$54,059